



MECKLENBURG COUNTY

April 25, 2014

Mr. Robert Dixon
Co-Chair, CMGRA
8503 Heron Glen Drive
Charlotte, NC 28269

Dear Robert:

I just wanted to thank you again for allowing me and our staff to address the Retirees Association during your meeting Tuesday regarding new ideas about how to provide supplemental medical benefits to our Medicare-eligible retirees. Based on the response and questions, I hope we cleared up some misconceptions and reassured those in attendance that I am committed to keeping our promises to retirees.

To summarize:

- The County remains completely committed to providing retirees with the level of medical coverage that was promised to them.
- There is no interest in nor will I approve reducing the benefit or its value to retirees.
- If a plan design change is made, retirees will not experience additional out-of-pocket costs above what they currently experience. In fact, I believe there are opportunities in some cases to actually reduce individual costs.
- We are still in the early stages of exploring possible plan design options that meet the standards I just mentioned. No decisions have been made about a plan change. After exploring all of the options, if we were not able to provide an equal or better level of benefit, we would not pursue the change.
- The process of reviewing plan options will take several more months, at which time we will come back and update you on what we've learned.

To provide you timely updates as the process moves forward, we are updating the City-County Retiree Association website at Retirees.Charmeck.org. In addition to providing updates on this process, we are developing a list of Frequently Asked Questions and a link for retirees to email questions and see answers posted on the website.

Thanks again for allowing us to address the group. We are happy to come back at any time.

Sincerely,

A handwritten signature in black ink, appearing to read "Dena R. Diorio". The signature is fluid and cursive, with the first name "Dena" being the most prominent.

Dena R. Diorio
County Manager